



July 15, 2011

Dr. Tom Jennings
Vice President for
University Advancement
211 Westcott Building

Dear Tom,

Attached please find the comments by the Faculty Senate Ad Hoc Committee Review Report on the Koch Foundation Memorandum of Understanding.

This report confirms my assessment that Florida State maintained a high level of academic integrity in the process of searching for two new faculty members in the Economics Department three years ago when the Koch Foundation MOU was signed.

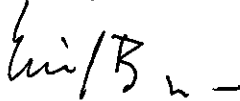
The report also indicates, as I have said in my public comments, that the agreement did provide the opportunity for outside influence. Regardless of the fact that FSU acted in a manner consistent with academic principles, we should be diligent in avoiding even the appearance of undue outside influence. For this reason, I ask you to take the following steps:

- 1) In any case where a donor wishes to provide input on academic hiring, this should be for the sole purpose of providing the donor with a level of confidence that their gift is being used in a manner consistent with the intent of the donor, and therefore, in every case,
 - a. Advisory Board membership should have a majority consisting of FSU faculty
 - b. Advisory Boards should be limited to providing review and advice
 - c. Advisory Boards should offer recommendations based on a majority vote
- 2) The MOU provided the opportunity for donor evaluation of faculty productivity. Informing donors about the accomplishments associated with their gift is an important part of good stewardship. This appears to be the intent of the Koch Foundation gift, but the MOU included language that suggested that the donor evaluation should be a part of the annual evaluation of the faculty member. This is not permitted as part of FSU's annual review process. I note that, despite the language in the MOU, outside evaluations were not entered into any faculty member's annual review. Again, the integrity of our process was maintained, but I want to ensure that future agreements enable stewardship but do not include external evaluations as part of the annual review of faculty.

- 3) An early draft of the MOU included a clause that would have effectively limited the ability of the department to select their department chair. This clause was eliminated prior to signing the MOU. However, the report expresses concern about the autonomy of chair selection. We should always take care to ensure that all elements of our academic function have autonomy.

The Faculty Senate Ad Hoc Committee also suggests a review of current processes to ensure our academic integrity. The three points above should guide the process related to academic hiring and faculty review. The report also provides recommendations related to the functions of the department and college. Although these recommendations are not in response to the MOU, the issues raised by the faculty may also be useful when considering future gift agreements.

Sincerely,

A handwritten signature in dark ink, appearing to read "Eric J. Barron", with a horizontal line extending to the right.

Eric J. Barron
President

CC

Provost
President, Faculty Senate
Members Ad Hoc Committee
Dean Rasmussen